## THE UNITED STATES BANKRUPTCY COURT FOR THE DISTRICT OF MARYLAND

(Baltimore Division)

In re:

FRANK'S NURSERY & CRAFTS, INC., et

Case Nos. 01-5-2415 and 01-5-2416

(Chapter 11)

Debtors.

(Jointly Administered (under Case No. 01-5-2415)

DEBTORS' MOTION FOR ORDER: (a) AUTHORIZING DEBTORS TO CONDUCT CERTAIN STORE CLOSING SALES PURSUANT TO SECTIONS 105 AND 363 OF THE BANKRUPTCY CODE AND GRANTING ANCILLARY RELIEF RELATED THERETO; (b) **AUTHORIZING AND APPROVING RETENTION INCENTIVE PROGRAM FOR AFFECTED** EMPLOYEES; AND (c) GRANTING RELATED RELIEF

Frank's Nursery & Crafts, Inc. and FNC Holdings, Inc., debtors and debtors in possession (collectively, the "Debtors") in the above-captioned cases, by their undersigned counsel, file this motion for an order: (a) authorizing the Debtors to conduct certain store closing sales pursuant to sections 105(a) and 363(b) of the Bankruptcy Code; (b) authorizing and approving a retention incentive program for affected employees; and (c) granting related relief (the "Motion"), and in support thereof state:

### Jurisdiction

1. This Court has jurisdiction over this Motion pursuant to 28 U.S.C. §§ 157 and 1334. Venue of these cases and this Motion in this district is proper pursuant to 28 U.S.C. §§ 1408 and 1409.



2. The relief sought with this Motion is predicated upon sections 105(a) and 363(b) of Title 11 of the United States Code, 11 U.S.C. §§ 101 et. seq. (the "Bankruptcy Code").

### The Chapter 11 Cases

- 3. On February 19, 2001 (the "Petition Date"), each of the Debtors filed a voluntary petition for relief under chapter 11 of the Bankruptcy Code in this Court. The Debtors continue in possession of their respective properties and the management of their respective businesses as debtors in possession pursuant to sections 1107 and 1108 of the Bankruptcy Code. The Debtors' chapter 11 cases have been consolidated for procedural purposes only.
- 4. On March 8, 2001, this Court entered a final order approving an up to \$100 million debtor-in-possession financing facility with a syndicate of lenders led by Wells Fargo Retail Finance, Inc. ("Wells Fargo") as agent.
- 5. On March 9, 2001, the United States Trustee appointed an official committee of unsecured creditors (the "Committee") in these cases.

### **The Debtors and Their Business Operations**

6. Frank's, founded in 1949, operates the largest United States chain (as measured by sales) of specialty retail stores devoted to the sales of lawn and garden products. Lawn and garden products include green and flowering plants for outdoor and indoor usage, live landscape products such as trees and shrubs, fertilizers, seeds, bulbs, gardening tools and accessories, planters, watering equipment, garden statuary and furniture, wild bird food and feeders, mulches and specialty soils. Frank's also is a leading retailer of Christmas Trim-A-Tree merchandise, artificial flowers and arrangements, garden and floral crafts, and home decorative

products. FNC (formerly known as General Host Corporation) is the sole shareholder of Frank's.

- 7. As of the Petition Date, Frank's operated 217 retail stores in 15 states, primarily in the Mid-Atlantic, Midwest and Northeast. At that time, an additional 44 stores were being closed as part of a previously announced plan to sell under-performing store locations. In its fiscal year ending January 28, 2001, Frank's had sales of approximately \$435 million. Currently, the Debtors employ approximately 1,900 full-time and 5,000 part-time employees. As of November 5, 2000, the book value of the Debtors' assets was approximately \$471.9 million and total debt was approximately \$338.3 million.
- 8. The Debtors' sales are seasonal. Their lawn and garden revenues are concentrated principally in the Spring and, to a lesser extent, in the Fall. Trim-A-Tree sales occur between Thanksgiving and Christmas.
- 9. During most of the first half of 2000, weather patterns hurt lawn and garden product sales across the Debtors' principal markets. During the third quarter of 2000, the Debtors decided to close 44 under-performing stores, liquidate their inventories, and sell the closed stores owned by the Debtors. Later in 2000 it became apparent that the Debtors' Trim-A-Tree holiday season sales were below expectations, which was consistent with the general softness in sales at retailers during this period.
- 10. In 2001, notwithstanding excess borrowing availability under their existing bank credit facilities, the Debtors were unable to draw down sufficient funding to meet the Debtors' working capital needs. Also, after access to their credit facilities had been curtailed, the Debtors were unable to secure additional prepetition funding to meet their working capital

needs. Ultimately, the Debtors determined the most appropriate method to obtain such financing and achieve their restructuring objectives was through chapter 11 filings.

### **Relief Requested**

- determine which, if any, additional stores should be closed. The Debtors considered, among other things, each store's: (a) recent sales performance and trends; (b) location and proximity to other Frank's locations or to competitors; (c) size and physical condition; and (d) lease terms. Based upon these and other factors, the Debtors identified 22 additional stores to be closed (the "Additional Closing Stores"). The Additional Closing Stores are identified on Exhibit "A" hereto.
- 12. As the Additional Closing Stores will close once the GOB Sales conclude, the Debtors fear that employees at Stores may resign in favor of other employment prior to the conclusion of the GOB Sales. This would reduce recoveries to the Debtors from the GOB Sales. Accordingly, the Debtors have developed an employee retention program (the "Retention Program") that would encourage the Debtors' personnel at the Additional Closing Stores to remain until the GOB Sales conclude.
- 13. The Retention Program, which is detailed on Exhibit "B" hereto, would provide employees who remain at the Additional Closing Stores as long as needed by the Debtors with payments equal to three to eight weeks' salary, depending upon position and length of service. The maximum aggregate cost of the Retention Program (assuming all employees at the Additional Closing Stores remain until terminated by the Debtors) would approximate \$260,000. The Retention Program covers approximately 364 rank and file employees ranging

from part-time hourly employees up to Store Managers. It does not apply to the Debtors executive management or employees at stores other than the Additional Closing Stores.<sup>1</sup> The average payouts are estimated to run from \$201 for part-time hourly employees to \$3,965 for Store Managers.

- 14. Accordingly, by this Motion, the Debtors request entry of an order:
- (a) authorizing the Debtors to conduct store closing sales (the "GOB Sales") at the Additional Closing Stores;
- (b) authorizing and approving the Debtors' sale of the Debtors' inventory and fixtures, furniture and equipment in the Additional Closing Stores pursuant to 11 U.S.C. § 363, free and clear of all liens, encumbrances and interests;
- superceding any state and local laws and regulations imposing licensing requirements, waiting periods and time limits, bulk sales and other restrictions upon the conduct of the GOB Sales;
- (d) prohibiting third party interference with the GOB Sales, notwithstanding provisions in contracts or leases that otherwise may restrict or prevent the GOB Sales or require further consents;
- (e) authorizing and approving a retention program for employees at the Additional Closing Stores; and
- (f) granting related relief.

This Motion, however, does not deal with the disposition of the leases for the Additional Closing Stores. These leases will be addressed in future motions.

The Debtors are reviewing options for a standard employee retention, severance, and bonus program with respect to executive management and rank and file employees at the locations that will be going forward. When this analysis is complete, the Debtors anticipate presenting such a program to the Court for approval.

### Applicable Authority

- A. Authorization To Conduct Store Closing Sales Is In The Best Interests Of The Debtors' Estates And Creditors
- 15. Section 363 provides, in pertinent part:

(b)(1) The trustee, after notice and a hearing, may... sell... other than in the ordinary course of business, property of the estate.

11 U.S.C. § 363(b).

- Under applicable legal standards, approval of a sale is appropriate if the court finds the transaction has a sound business purpose or represents a reasonable business judgment by the debtor. See In re W.A. Mallory Company, Inc., 214 B.R. 834, 836-37(Bankr. E.D.Va. 1997) (noting that courts follow the 'sound business purpose' test when examining section 363(b) sales); In re WBQ Partnership, 189 B.R. 97, 102 (Bankr. E.D.Va. 1995) (adopting "sound business purpose" test for section 363(b) sales as set forth in In re Lionel Corp.); see also Myers v. Martin (In re Martin), 91 F.3d 389, 396 (3d Cir. 1996); In re Lionel Corp., 722 F.2d 1063, 1070 (2d Cir. 1983).
- 17. Ample business justification exists for authorizing the Debtors to conduct the GOB Sales and close the related stores. The stores have been unprofitable and have negative sales trends. Generally, the stores are not in core Frank's store clusters. Closing of the Additional Closing Stores should be consistent with the Debtors' reorganization. Further, the size, physical condition, and lease terms for the stores all militate in favor of closing the stores. Moreover, the Debtors believe approval of the GOB Sales now would maximize the Debtors' recoveries therefrom by allowing the GOB Sales to occur during the Debtors' primary selling season.

### B. Sale Free And Clear Of Liens And Interests

- Additional Closing Stores, the Debtors request authorization to sell such property free and clear of any and all liens, encumbrances and interests that may be asserted. Pursuant to section 363(f) of the Bankruptcy Code, a debtor in possession may sell property under section 363 "free and clear of any interest in such property of an entity other than the estate" if one of the following conditions is satisfied:
  - (a) applicable nonbankruptcy law permits sale of such property free and clear of such interest:
  - (b) such entity consents;
  - such interest is a lien and the price at which such property is to be sold is greater than the aggregate value of all liens on such property;
  - (d) such interest is in bona fide dispute; or
  - (e) such entity could be compelled, in a legal or equitable proceeding, to accept a money satisfaction of such interest.

See, e.g., In re General Bearing Corp., 136 B.R. 361, 366 (Bankr. S.D.N.Y. 1992) (listing requirements); see also In re Collins, 180 B.R. 447, 449-50 (Bankr. E.D.Va. 1995)("Section 363(f) is phrased in the disjunctive, such that only one of the enumerated conditions must be met in order for the Court to approve the proposed sale."); In re P.K.R. Convalescent Centers, Inc., 189 B.R. 90, 93-94 (Bankr. E.D.Va. 1995)("[Section] 363 covers more situations than just sales involving liens . . . Section 363(f) addresses sales free and clear of any interest . . . .").

19. The Debtors believe the GOB Sales will satisfy one or more of the section 363(f) requirements. The Debtors' known creditors asserting liens on the property to sold are: (a)

the DIP Lenders; and (b) certain state, county and local taxing authorities who may have asserted liens against the Debtor's property based upon purported prepetition <u>ad valorem</u> or other taxes.

- 20. If any taxing authority or other party has a prepetition lien or other encumbrance (the "Encumbrances") on assets sold pursuant to this Motion that is senior to the DIP Lenders, then the Debtors propose to set aside from the GOB Sales proceeds an amount equivalent to such Encumbrances. The Debtors hereby request authority to pay those claims upon arriving at a resolution of the Encumbrances mutually satisfactory to the Debtors and the party asserting the Encumbrance.
  - C. The Court Should Override Any Lease Restrictions That Might Impair The Debtors' Ability To Conduct The GOB Sales
- The Additional Closing Stores are leased by the Debtors and such leases may contain provisions purporting to restrict or prohibit the Debtors from conducting store closing, going out of business, inventory liquidation, or similar sales. In other chapter 11 cases, such provisions have been found to be unenforceable as impermissible restraints on a debtor's ability to maximize the value of its assets under section 363. See, e.g., In re Ames Dep't Stores, Inc., 136 B.R. 357, 359 (Bankr. S.D.N.Y. 1992) (enforcement of anti-going-out-of-business sale clause would contravene overriding federal policy requiring debtors to maximize assets); In re Tobago Bay Trading Co., 112 B.R. 463, 467 (Bankr. N.D. Ga. 1990) (anti-going-out-of-business sale clause in lease is unenforceable).
- 22. Courts in this and other districts routinely have entered orders in retail chapter 11 cases permitting liquidation sales. See, e.g., In re Bloomsbury Group, Inc., Case No. 01-5-3621-JS (Bankr. Md. March 2001); In re Sunny's Great Outdoors, Inc., Case No. 00-5-0546-SD (Bankr. Md. January 19, 2000); In re Heilig-Meyers Company et al., Case No. 00-

34533 (DOT) (Bankr. E.D. Va. September 13, 2000); <u>In re Best Products Co., Inc.</u>, No. 96-35267 (DOT) (Bankr. E.D. Va., September 24, 1996); <u>In re WSR Corp.</u>, Case No. 98-1241 (MFW) (Bankr. D. Del.); <u>In re Homeplace Stores, Inc.</u>, Case No. 98-8 (PJW); <u>In Re Montgomery Ward Holding Corp.</u>, Case No. 97-1409 (PJW) (Bankr. D. Del.); <u>In Re County Seat, Inc.</u>, Case No. 96-1637 (HSB) (Bankr. D. Del.).

- Further, store closing or liquidation sales are routine in chapter 11 cases involving retail debtors and courts consistently authorize such sales despite lease provisions purporting to forbid such sales in the ordinary course of business. See, e.g., In re R.H. Macy & Co., 170 B.R. 69, 77 (Bankr. S.D.N.Y. 1994); Ames Dep't Stores, 136 B.R. at 359 ("to enforce the anti-GOB sale clause of the [l]ease would contravene overriding federal policy requiring Debtors to maximize estate assets by imposing additional constraints never envisioned by Congress."); In re Tobago Bay, 112 B.R. at 465-66; In re Libson Shops, Inc., 24 B.R. 693, 695 (Bankr. E.D. Mo. 1982).
- 24. Thus, to the extent any such restrictive clauses may exist in any Additional Closing Store lease, the Debtors' lessors should not be permitted to interfere with, or otherwise seek to restrict the Debtors from conducting the GOB Sales.<sup>2</sup>

Although not seeking such a determination in this Motion, the Debtors reserve their right to argue that the conduct of the GOB Sales should not be deemed to constitute a default under any relevant lease, despite any provision in such lease or contract to the contrary, that needs to be cured under section 365 of the Bankruptcy Code for the Debtors to assume such lease.

- D. Certain State And Local Requirements That Do Not Implicate
  Health And Safety Concerns Should Not Apply Here
- 25. Although the Debtors have not conducted a comprehensive study of such requirements for each jurisdiction in which the Additional Closing Stores are located, such locales may have licensing or permitting requirements, statutory or regulatory waiting periods, and/or time limits that normally would affect the conduct of liquidation or other similar storc closing sales. Also, some of the localities may have statutes or regulations requiring creditor notification before bulk sales are conducted.
- 26. In the context of chapter 11 cases such as these, however, such statutes and regulations are redundant because creditors are given advance notice of the proposed GOB Sales, as well as an opportunity to be heard before this Court. Accordingly, the Debtors believe such requirements should not apply for the limited purpose of conducting the GOB Sales.
- Or have been interpreted to mean that if a liquidation or bankruptcy sale is court authorized, then a company need not comply with the regulations. In particular, courts have held that 28 U.S.C. § 959(b) does not apply to debtors liquidating assets.<sup>3</sup> See, e.g., California State Bd. of Equalization v. Goggin, 191 F.2d 726 (9th Cir. 1951) (28 U.S.C. § 959 does not apply to transactions that are in the nature of a liquidation), cert. denied, 342 U.S. 909 (1952); see also In re Borne Chemical Co., Inc., 54 B.R. 126, 135 (Bankr. D.N.J. 1984) (holding that 28 U.S.C. § 959(b) is applicable only where property is being managed or operated for the purpose of

<sup>28</sup> U.S.C. § 959(b) provides in pertinent part that a debtor in possession "shall manage and operate the property in [its] possession . . . according to the requirements of the valid laws of the State in which such property is situated . . . . "

continuing operations).<sup>4</sup> Here, the GOB Sales will be of limited duration, will be fairly described in advertising, and no aspect of the relief sought is intended to alter laws or regulations affecting public safety. For these and other reasons, 28 U.S.C. § 959(b) should not be read to apply to the GOB Sales, as the Debtors are ceasing their operations in the Additional Closing Stores with the knowledge and oversight of their creditors and this Court.

Additionally, bankruptcy courts have recognized that federal bankruptcy law preempts state and local laws that contravene policies underlying the Bankruptcy Code. See, e.g., In re Shenango Group, Inc., 186 B.R. 623, 628 (Bankr. W.D. Pa. 1995) ("Trustees and debtors-in-possession have unique fiduciary and legal obligations pursuant to the bankruptcy code. . . . [A] state statute cannot place burdens on them where the result would contradict the priorities established by the federal bankruptcy code."). While preemption of state law is not always appropriate, see In re Baker & Drake, 35 F.3d 1348, 1353-54 (9th Cir. 1994) (no preemption where state law prohibiting taxicab leasing was promulgated in part as a public safety measure), it is appropriate where, as here, the only state laws involved concern economic regulation rather than the protection of public health and safety. Id. at 1353 (cases suggest that "federal bankruptcy preemption is more likely . . . where a state statute is concerned with economic regulation rather than with protecting the public health and safety").5

But cf. In re White Crane Trading Co., Inc., 170 B.R. 694, 702-704 (Bankr. E.D. Cal. 1994) (noting that at juncture where debtors introduce new merchandise, prolong going-out-of-business sales for unlimited duration, and mislead public with false advertising, state consumer protection laws become significant); In re Lauriat's, Inc., 219 B.R. 648, 649 (Bankr. D. Mass. 1998) (holding that statutory construction does not permit waiver of 28 U.S.C. § 959(b)).

Examples of Bankruptcy Code conflicts with state law include: section 1146(c) of the Bankruptcy Code exempts debtors from paying certain stamp and similar taxes; section 502(b)(6) of the Bankruptcy Code caps a landlord's state law claim for damages upon lease rejection; section 1126 of the Bankruptcy Code overrides state law contract rights in binding parties without their consent;

- Here, section 363, which implicitly requires debtors to operate their businesses to maximize recoveries for all constituencies, would be undermined if the Court does not provide for the state and local statutes and regulations establishing licensing or permitting requirements, waiting periods, time limits or bulk sale restrictions not to apply to the GOB Sales. Such relief has been granted in other recent bankruptcy cases in this and other districts. See In re Bloomsbury Group, Inc., Case No. 01-5-3621-JS (Bankr. Md. March 2001); In re Sunny's Great Outdoors, Inc., Case No. 00-5-0546-SD (Bankr. Md. January 19, 2000); In re Heilig-Meyers Company et al., Case No. 00-34533 (DOT)(Bankr. E.D. Va. September 13, 2000); In re Best Products Co., Inc. No. 96-35267 (DOT) (Bankr. E.D. Va., September 24, 1996); In Re County Seat, Inc., Case No. 96-1637 (HSB) (Bankr. D. Del.); In re Pic 'N Pay Stores Inc., Case No. 96-182 (PJW) (Bankr. D. Del.).
- 30. Importantly, the exemption requested here is narrowly tailored to facilitate the success of the GOB Sales. The Debtors do not seek a general waiver of all state and local requirements that would apply to the GOB Sales. Rather, the relief requested is restricted to the following: (a) the Debtors would be authorized to conduct the GOB Sales without the necessity of, and the delay associated with obtaining various state licenses or permits, observing state and local waiting periods or time limits, or satisfying any additional requirements with respect to advertising, conducting the GOB Sales as a store closings or similar type sales, or transferring

section 502(b) of the Bankruptcy Code stops the accrual of interest on unsecured or undersecured debt notwithstanding state law contract rights permitting such accrual; and section 365 of the Bankruptcy Code negates contractual provision that offend the rehabilitation goals of the Bankruptcy Code.

- 31. inventory between the Additional Closing Stores; and (b) bulk sales laws, to the extent applicable, would be waived, as creditors are protected by the notice of this Motion and the jurisdiction of this Court. Further, the GOB Sales and the requested waiver are scheduled for a discrete period of time, and the GOB Sales would be conducted in accordance with this Motion, which is subject to review by creditor representatives, and approval by this Court. Moreover, the Debtors intend to be bound by and comply with remaining statutes and regulations, such as health and safety laws.
- 32. Accordingly, the Debtors request this Court to authorize the Debtors to conduct the GOB Sales without the necessity of, and the delay associated with, obtaining various state licenses and/or satisfying any additional requirements in connection therewith. Likewise, the Debtors request that bulk sales laws, to the extent applicable, be waived as creditors are protected by the notice of this Motion being provided and the jurisdiction of this Court.
- 33. The Debtors also request that no other person or entity including, but not limited to, any lessor or federal, state or local agency, department or governmental authority, be permitted to take any action to prevent, interfere with, or otherwise hinder consummation, advertising or promotion (including through the posting of signs) of the GOB Sales, in the manner set forth herein. As stated above, the Retention Program only covers approximately 364 rank and file employees ranging from part-time hourly employees up to Store Managers. It does not apply to the Debtors executive management or employees at stores other than the Additional Closing Stores. The average payouts are estimated to run from \$201 for part-time hourly employees to \$3,965 for Store Managers.

### E. <u>Approval of Retention Program</u>

- 33. As the Debtors routinely have implemented retention programs in connection with prior store closings, the Debtors arguably already are authorized to implement the Retention Program pursuant to section 363(c)(1) of the Bankruptcy Code, which allows a debtor in possession to "use property of the estate in the ordinary course of business." 11 U.S.C. § 363(c)(1). However, even if the Retention Program is subject to Court approval under section 363(b)(1), such approval is warranted here. As detailed on Exhibit "B" hereto, the Retention Program would provide the Debtors' employees at the Additional Closing Stores who remain as long as needed by the Debtors with payments ranging from three to eight weeks' salary, depending upon the employee's position and length of service with the Debtors.
- 34. Courts have found that a debtor's use of reasonable retention bonuses and other incentives to retain key employees is a valid exercise of the debtor's business judgment. See, e.g., In re America West Airlines, Inc., 171 BR. 674, 678 (Bankr. D. Ariz. 1994) (it is the proper use of a Debtor's business judgment to propose bonuses for employees who helped propel the Debtor successfully through the bankruptcy process); In re Interco Inc., 128 B.R. 229, 234 (Bankr. E.D. Mo. 1991) ("debtors' business judgment" was controlling in the approval of a "performance/retention program"); see also In re APS Holding Corp. et al., Case No. 98-197 (PJW) (Bankr. D. Del.) (Order dated September 2, 1998) (granting similar relief in chapter 11 liquidation case).
- 35. Also, the Court should approve the Retention Program pursuant to Bankruptcy Code section 105(a). That section provides in pertinent part that: "The Court may issue any order, process, or judgment that is necessary or appropriate to carry out the provisions

of this title." 11 U.S.C. § 105(a). These expansive equitable powers enable a court to fashion any order or decree necessary preserve or protect the value of the Debtors' assets. See, e.g., In re Chinichian, 784 F.2d 1440, 1443 (9th Cir. 1986) ("Section 105 sets out the power of the bankruptcy court to fashion orders as necessary pursuant to the purposes of the Bankruptcy Code."); Bird v. Crown Convenience (In re NWFX, Inc.), 864 F.2d 588, 590 (8th Cir. 1988) ("The overriding consideration in bankruptcy . . . is that equitable principles govern."); In re Cooper Properties Liquidating Trust, Inc., 61 B.R. 531, 537 (Bankr. W.D. Tenn. 1986) ("Bankruptcy Court is one of equity and as such it has a duty to protect whatever equities a debtor may have in property for the benefit of their creditors as long as that protection is implemented in a manner consistent with the bankruptcy laws.").

36. Adoption of the Retention Program would represent a valid exercise of the Debtors' sound business judgment. Without any such incentive in place, employees at the Additional Closing Stores may resign, making the conduct of the GOB Sales impracticable or less profitable. Thus, approval of the Retention Program is an essential component of the relief sought in connection with the GOB Sales.

### Notice

37. The Debtors will provide notice of this Motion to: (a) the United States Trustee; (b) counsel for Wells Fargo; (c) each entity having an interest in the Additional Closing Stores, including direct landlords and sublandlords, where appropriate, for each of the affected stores; (d) relevant state and local taxing authorities; (f) counsel for the Committee; and (g) any other party that has filed a request for notice in these cases pursuant to Fed. R. Bankr. P. 2002

and served such request upon the Debtors' counsel. The Debtors submit that no other or further notice is necessary or required.

38. As this motion presents no novel issues of law and the authorities relied upon are set forth above, the Debtors respectfully request that this Court waive any requirement that a separate memorandum of law accompany this Motion.

### **No Prior Application**

39. No prior motion has been made requesting the relief sought herein.

### **Conclusion**

WHEREFORE, the Debtors respectfully request entry of the annexed order granting the relief requested herein and granting such other and further relief as may be just and proper.\*

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Co- Counsel for the Debtors Frank's Nursery & Crafts, Inc., et al.

<sup>\*</sup> Any inquiries regarding this motion should be directed to Steven Wilamowsky (212) 728-8499.

### **CERTIFICATE OF SERVICE**

I certify that on this  $\cancel{19}$  day of March, 2001, a copy of the foregoing pleading was sent via overnight delivery to the parties listed on the attached Service List. The pleading as served upon the parties excluded a copy of the attached Service List in order to expedite copying and transmittal. Any party desiring a copy of the pleading with the Service List attached may contact the undersigned counsel or may review the original pleading at the Clerk's Office.

Martin T. Fletcher

-17-

Bankers Trust Company Attn: Asante Denis Four Albany Street Fourth Floor

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1-Boto Company Ltd Attn: Michael Kao

17/F Eight Commercial Tower 8 Sun VIP St.

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Burpee Garden Products Co. Attn: Fred Hobson 300 Park Avenue

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Marvin Press Svlvia Rena Gary Products Group Inc. 2601 S.E. Loop 289

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NK Lawn & Garden Co. Attn: Stacy Deabler P.O. Box 24028 Chattanooga, TN 37422-4028

Cluett Corp. Attn: Phil Matthews P.O. Box 6666 Tyler, TX 75711

I-Raymond Steve & Bros. Development

Attn: Steve Tsui

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Hermann Engelmann Grnhse. Inc.

Attn: Sandra Kitain 2009 Marden Rd. Apopka, FL 32703

Lake Valley Seed 5717 Arapahoe

Boulder, CO 80303-1338

Fiskars Group 636 Science Drive Madison, WI 53711

C.M. Offray & Son, Inc. Attn: Jenny 858 Willow Circle Hagerstown, MD 21740

Valfei Products Attn: Sylvai Vaillancourt P.O. Box 185 Norton, VT 05907

**Graphic Communications** Attn: Brian Brazell P.O. Box 54120 Los Angeles, CA 90054-0120

Wilson Enterprises Attn: Kathy Wilson P.O. Box 4, U.S. Hwy 2 &41 Wilson, MI 49896

Easy Gardener PO Box 21025 Waco, TX 76702-1025

The Washington Post Attn: Royston DeSouza P.O. Box A200 Washington, D.C. 20071

Variety Accessories, Inc. Attn: Mike P.O. Box 4528 Great Neck, NY 11027

Great Lakes Craft & Hobby Dist. Attn: Tom or Steve 46660 Van Dyke Shelby Township, MI 48317

Angel Plants, Inc. Attn: Jack 560 Deer Park Avenue Dix Hills, NY 11746

Nolan & Cunnings Attn: John P.O. Box 2111 Warren, MI 48090-2111

Happy Holiday Xmas Trees/Color Spot

Attn.: Jeannie 3819 E. Sidney Rd. Sheridan, MI 48884

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NA

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Au Kin Hung Davie Boag H.K. Int'l Trade & Exhibit Ctr. 1Trademart Drive, Wang Ching St.

1Trademart Drive, Wang Ching St. Rm No. 1001-1011, 10<sup>th</sup> Floor Kowloon Bay, Kowloon Hong Kong G/S Leasing, Inc. 3290 W. Big Beaver Rd, Ste 200 Troy, MI 48084 Key Commercial Mortgage 911 Main Street, Suite 1500 Kansas City, MO 64105

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State Street Bank and Trust Company 2 Avenue deLafayette Boston, MA 02111-1724 Atten: Decker Adams Sanwa Leasing Corp. P.O. Box 7023 Troy, MI 48007-7023

Resource Leasing

Hilco Merchant Resources, LLC Attn: Cory Lipoff 5 Revere Drive, Suite 206 Northbrook, IL 60062

Forsythe/McArthur Associates, Inc. 7500 Frontage Road Skokie, IL 60077 Comptroller of the Treasury Sales & Use Tax Div. – Claims 301 West Preston Street Baltimore, MD 21201

Latham & Watkins Attn: Josef S. Athanas Counsel for Hilco Sears Tower, Suite 5800 Chicago, IL 60606 Newcourt Technologies Corporation, f/k/a AT&T Systems Leasing Corporation 2285 Franklin Road, 2<sup>nd</sup> Floor Bloomfield Hills, MI 48302

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First Baptist Church of Indian Rocks c/o Jay B. Verona, Esquire P.O. Box 41750 St. Petersburg, FL 33743-1750

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Benderson Development Co. 570 Delaware Avenue Buffalo, NY 14202-1284 Outlet World, LLC 7704 Richmond Highway #212 Alexandria, VA 22306 ACP Jersey Associates C/o American Continental Properties Inc. 110 American Blvd., Unit 1 Turnersville, NJ 08012

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1338664

# Exhibit A

# FRANK'S NURSERY AND CRAFTS List of Stores to be Closed in First Quarter of 2001

	Zip	60187	46254	95009	21061	60505	60455	22306	20748	43068	20602	08091	45246	46013	21206	19020	47905	45342	96080	08034	20706	22554	07726
	SS	_	Z	_	M	_	<b>-</b>	Υ>	MD	Н	MD	3	В	Z	MD	ЬА	Z	Н	S	Z	MD	Υ,	Z
	City	Carol Stream	Indianapolis	Mt. Prospect	Glen Burnie	Aurora	Bridgeview	Alexandria	Camp Springs	Reynoldsburg	Waldorf	W. Berlin	Springdale	Anderson	Gardenville	Bensalem	Lafayette	Miamisburg	Woodbury	Cherry Hill	Lanham	Stafford County	Englishtown
	Address	730 East North Avenue	5150 W. 38th Street	1902 South Elmhurst	6639 Gov. Ritchie Highway	250 East Indian Trail	7350 87th Street	7702 Richmond Highway	5610 Linda Lane	6380 Tussing	3250 Old Washington Rd.	116 Walker Avenue	90 W. Kemper Road	2016 State Rd. #9	5201 Belair (Route 1)	2605 Street Road	3555 State Road #38	8287 Springboro Pike	S. Evergreen Ave. & Elm St.	Route 38 & Church Rd.	9463 Annapolis Road	105 Garrisonville Road	348 Route 9 N.
Store	#	40	64	69	20	7.7	83	144	145	150	157	176	185	190	196	200	204	227	229	234	253	256	604

# Exhibit B

# FRANK'S NURSERY & CRAFTS RETENTION PLAN FOR STORE ASSOCIATES

### Eligible Associates:

All associates hired on or before March 15, 2001 (excluding seasonal associates) who work in stores identified as "closing" in Frank's Chapter 11 filing. Specifically, associates classified as:

- Managers
- Assistant Managers
- Regular Full Time Hourly
- Regular Part Time Hourly

### Payment Provisions:

To receive payment under this plan an associate must:

- Have been hired prior to March 15, 2001.
- Work through the date required by the company or liquidator. (This date is typically close to the store closing date, although some associates may be asked to leave sooner and some may be asked to stay later.)
- Not have been terminated because of performance issues or violation of company policies.
- Not be continuing their employment with the company.
- Have signed a statement releasing the company from any legal liabilities.

Once an associate receives payment under this plan they cannot be rehired within one year.

### Payment Formulas:

Classification	Payout Formula	Minimum Payment	Maximum Payment
Seasonal	Not		
	Eligible		
Regular Part Time	One Week for Each Completed Year of Service. Each week's payout will be based on the average weekly hours	None	3 Weeks
	the associate worked over the previous six months.		
Regular Full Time	One Week for Each Completed Year of Service. Each week's payout will be based on a 40 hour work week.	3 Weeks	5 Weeks
Assistant	One Week for Each Completed Year of Service. Each	3 Weeks	6 Weeks
Managers	week's payout will be based on a 40 hour work week.		
Managers	One Week for Each Completed Year of Service. Each week's payout will be based on a 40 hour work week.	4 Weeks	8 Weeks

### Payment Formulas for Promotions:

- Associates who were promoted into another classification after March 15, 2000 (and who qualify for a payment) will have their payment calculated by using more than one payout formula.
- The appropriate payout formula and wage will be applied for each position and reduced proportionately by the percentage of time after March 15, 2000 spent in the other position.
- Payments for each position will be added together to determine the total payment.

CONFIDENTIAL

Frank's Nursery Crafts Retention Plan Calculation - All Associates

						22 (	losi	22 Closing Stores	က္ဆ		
Retention Calculation Table for 22 Stores	culation Tat	ole for 22 Sto	ores		Total	Number	Š	Average	Ā	Average	Average
	Weeks/Yr	Weeks/Yr Maximum Minimum	Minimum		Cost	Receiving	<u>۾</u>	Payout		Wage	YOS
Store Manager	-	8	4	s	79,293	20	ક્ક	3,965	↔	36,727	5.9
Assistant Manager	<del></del>	9	က	↔	40,822	18	↔	2,268	↔	14.05	5.2
Full-time hourly	<del></del>	2	က	↔	84,792	62	↔	1,368	↔	8.87	5.0
Part-time hourly	_	က	0	↔	53,108	264	↔	201	↔	6.57	1.2
Weeks -	- 12	Avg Hours -	25	₩	258,015	364					

# THE UNITED STATES BANKRUPTCY COURT FOR THE DISTRICT OF MARYLAND (Baltimore Division)

In re:

\*

FRANK'S NURSERY & CRAFTS, INC., et al.,

Case Nos. 01-5-2415 and 01-5-2416

(Chapter 11)

(Jointly Administered (under Case No. 01-5-2415)

Debtors.

\* \* \* \* \* \* \* \* \* \* \*

ORDER: (a) AUTHORIZING DEBTORS TO CONDUCT CERTAIN STORE CLOSING SALES PURSUANT TO SECTIONS 105 AND 363 OF THE BANKRUPTCY CODE AND GRANTING ANCILLARY RELIEF RELATED THERETO; (b) AUTHORIZING AND APPROVING RETENTION INCENTIVE PROGRAM FOR AFFECTED EMPLOYEES; AND (c) GRANTING RELATED RELIEF

Upon the motion of the above-captioned debtors and debtors in possession (the "Debtors"), dated March 19, 2001 (the "Motion"), for an order pursuant to sections 105 and 363 of title 11 of the United States Code (the "Bankruptcy Code"): (a) authorizing the Debtors to conduct certain store closing sales; (b) approving a retention incentive program for affected employees; and (c) granting related relief (the "Motion"), all as more fully set forth in the Motion; and a hearing to consider the Motion (the "Hearing") having been held on March 26, 2001; and due and proper notice of the Motion having been given; and it appearing that such notice is adequate and sufficient under the circumstances, and that no other or further notice is necessary or required; and upon the Motion and the full record of the Hearing, and all prior proceedings in these cases; and it appearing that the relief requested in the Motion is in the best interests of the Debtors, their estates, creditors and other parties in interest; and sufficient cause appearing therefor, it hereby is FOUND this \_\_ day of March, 2001 that:

- A. Capitalized terms used but not defined herein have the meanings ascribed to such terms in the Motion.
  - B. Due and adequate notice of the Motion has been provided.
- C. The granting of the relief sought in the Motion is in the best interests of the Debtors, their creditors, and their estates.

### NOW, THEREFORE, it hereby is ORDERED:

- 1. Pursuant to sections 105(a) and 363(b) and (f) of the Bankruptcy Code, the Debtors are authorized to sell Additional Closing Store assets to retail customers free and clear of all liens, claims or encumbrances thereon, with any such liens, claims or encumbrances to attach to the proceeds of the GOB Sales in the order of their priority, with the same validity, force and effect which they now have as against assets sold pursuant to this Order.
- 2. To the extent that any prepetition liens may be alleged to exist against property sold pursuant to this Order senior to those held by or on behalf of the DIP Lenders, the Debtors shall be authorized, but not directed, to set aside from the proceeds of the GOB Sales, a sum equivalent to the value of the liens asserted until the amount of such liens is determined (either by agreement or Court order).
- 3. The Debtors are authorized to pay claims arising out of prepetition liens of any taxing authority or other party whose liens are senior to the liens held by or on behalf of the DIP Lenders upon arriving at a resolution of the liens that is mutually satisfactory to the Debtors and the party asserting the lien. If a dispute arises between the DIP Lenders, the Debtors, and any third party asserting a lien or other claim in and to the proceeds of the GOB Sales, the

distribution of any monies in respect of any such lien or claim shall be subject to further order of the Court upon not less than five (5) business days' notice to counsel to the DIP Lenders, the Committee, and the Debtors.

- 4. The Debtors are authorized to sell the fixtures, furniture, equipment, and inventory at the Additional Closing Stores and to take such other and further actions as may be necessary to effectuate the GOB Sales, including, but not limited to, to advertise, post indoor and outdoor signs and banners and otherwise promote the GOB Sales as "going-out-of-business," "total liquidation," "store closing" or similar type sales without further consent of any person or entity, notwithstanding any restrictive provision of any lease or related documents to which any Debtor is a party purporting to limit such actions.
- 5. The provisions of this Order are self-executing and each and every federal, state or local agency, department and/or governmental authority, is directed to accept this Order as authorizing the Debtors and their agents to consummate the GOB Sales, and no other or further approval, consent, license and the like of any federal, state or local agency, department and/or governmental authority is required to effectuate, consummate and implement the transactions set forth herein or in the Motion.
- 6. Requirements of federal, state or local agencies, department and/or governmental authorities, if any, relating to such approvals, consents, licenses, waiting periods, time limitations and the like, shall be and hereby are superceded and inapplicable with respect to:

  (a) conducting and advertising the GOB Sales in the manner set forth herein; (b) augmenting inventory and merchandise; and (c) the transfer of inventory between and among Additional

Closing Stores; <u>provided</u>, <u>however</u>, that any laws to the extent affecting public health and safety shall not be affected by this Order.

- 7. The requirements of state or local bulk sales or similar types of laws or regulations, if any, shall be superceded and inapplicable with respect to the conduct of the GOB Sales at any of the Additional Closing Stores.
- 8. No person or entity (excluding the Debtors), including, but not limited to, landlords, utility companies, media, governmental agencies, sheriffs, marshals or other public officers, creditors and all those acting for or on their behalf shall take any action to prevent, interfere with, or otherwise hinder, or institute any action or proceeding in any court or other administrative body having as its objective the obtaining of an order or judgment that might in any way directly or indirectly obstruct or otherwise interfere with or adversely affect: (a) the conduct or consummation of the GOB Sales pursuant to this Order; (b) the posting of signs, advertising or promotion of such sales in the manner set forth in this Order; and (c) the transfer of inventory between and among Additional Closing Stores.
- 9. The Retention Program is authorized and approved and pursuant to sections 105(a) and 363(b) of the Bankruptcy Code, the Debtors are authorized but not required to adopt and implement the Retention Program.
- 10. This Court shall retain exclusive jurisdiction over: (a) the Debtors; (b) the lessors (and, if applicable, their overlandlords) of the Additional Closing Stores; (c) any person or entity asserting a lien or Encumbrance on assets to be sold pursuant to this Order; and (d) each and every federal, state or local agency, department or governmental authority, with respect to any

matters, claims or rights arising from or related to the GOB Sales, the Retention Program, the Motion, or the implementation of this Order.

JAMES F. SCHNEIDER United States Bankruptcy Judge

cc: Paul M. Nussbaum, Esq.
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